

**Public Education Compensation Committee
Meeting Minutes**

August 14, 2023

Virtual Meeting

Anchor Location: Delaware Department of Education, Secretary's Office Suite,
401 Federal Street, Suite 2, Dover, DE 19901

The Public Education Compensation Committee (PECC) meeting was held virtually on August 14, 2023, with the following members in attendance:

Alonna Berry, Cerron Cade, Tammy Croce, Sara Hale, Mark Holodick, David Kohan, Nicholas Konzelman, Ruth Ann Miller, Brian Pettyjohn, Michael Smith, Jonathan Starkey, Laura Sturgeon, Sean Sokolowski, Kimberly Williams.

Also participating were Tina Shockley, Kimberly Klein, Sarah Barzee, Ione Heigham, Anna Sullivan, Andrew Hocker, Ashley Jones, Clay Beauchamp, Dawn Alexander, Dawn Saly, Deb Stevens, Gretchen Loose, Gretchen Weber, Jeannette Wilt, Jon Neubauer, Julia Zammith, Justin Richards, Karen Igou, Kriten Dassel, Kyle Lynch, Michael McKibbin, Michele Ritter, Mike Kempski, Mike League, Mike Matthews, Nicole Bukowski, T. Clausen, Taylor Hawk, Tom Bryne.

[Audio Recording of Meeting](#)

Welcome/Introductions

The Chair began the meeting at 4:32 p.m. Tina Shockley conducted roll call and confirmed that a quorum was present.

Chair Holodick welcomed everyone and provided opening remarks. He welcomed Sean Sokolowski to the committee, noting that Mr. Sokolowski will replace Dr. Chuck Longfellow who retired in July.

Approval of June 12, 2023 Meeting Minutes

The Chair requested a motion to approve the minutes from the June 12, 2023 meeting. Senator Pettyjohn motioned to approve and Jonathan Starkey seconded the motion. Dr. Sarah Barzee confirmed that the minutes in question had been revised to correct an error in the vote counts. All members were in favor and the motion carried. The meeting minutes were approved.

In Old Business, Chair Holodick introduced Sean Sokolowski to review the recommendation regarding bus drivers. Mr. Sokolowski presented a brief overview of information pertaining to bus drivers, including that bus drivers are either district employees or contractors. He stated that in FY24 the state base rate was increased to \$22.50 per hour and noted that the Public School Transportation Committee (PSTC) has recommended increasing bus driver salaries to

\$25 per hour. He further noted that the proposed recommendation to increase the base hourly rate from \$22.50 to \$25.00 aligns with the recommendations of the PSTC.

Representative Williams asked if the step structure previewed in the June meeting was no longer being proposed. Mr. Sokolowski confirmed that the recommendation no longer included salary steps. Representative Williams also asked whether the total cost shared included the cost for paraprofessionals serving as bus aides. Nicolas Konzelman confirmed that all paraprofessionals, including those serving on buses, were addressed through the recommendations pertaining to the paraprofessional salary schedule.

Following discussion, Dr. Barzee restated the recommendation and requested a motion to move the recommendation forward to a vote. Senator Sturgeon motioned and Senator Pettyjohn seconded the motion to vote on the proposed recommendation. Ms. Shockley conducted a verbal roll call vote. The motion carried with the following votes:

- 11 Yes votes (Tammy Croce, Sara Hale, Mark Holodick, David Kohan, Sean Sokolowski, Ruth Ann Miller, Brian Pettyjohn, Michael Smith, Jonathan Starkey, Laura Sturgeon, Kimberly Williams);
- 0 No votes; and,
- 0 Abstentions.

In New Business, Dr. Sara Hale presented information regarding information technology (IT) employees. She stated that there is not currently a unit established for this employee group and therefore districts are currently funding these positions in a variety of ways. The proposed consideration is to establish units for these positions starting at a ratio of 1:200 Division 1 units in FY25, increasing to 1:100 in FY26. She noted that the finance working group is currently working to gather salary comparison data, and shared preliminary cost estimates modeled on funding these positions based on the 1305 scale.

Senator Sturgeon, Representative Williams, and others expressed support for the creation of units for these positions. Committee members posed questions and engaged in discussion around several issues, including whether or not 1305 is the appropriate scale to use for these positions, whether shortages exist for this employee group, whether there is a need to create a variety of positions to address the wide range of work encompassed within this employee group, and about the need to explore further current salary rates for IT employees across various state agencies. Committee members requested additional information about salary scales. Chair Holodick shared a written statement from DSEA President Stephanie Ingram, who could not be present, expressing her support for the creation of units for IT employees and paying them under 1305. Dr. Hale, Mr. Sokolowski and Kim Klein reiterated that while the ratios being presented for consideration would likely not create enough units to cover all the IT positions districts currently fill, the hope is that the creation of state funded units would offer some relief to districts that are currently funding IT employees using a range of other positions (e.g., Academic Excellence).

At the conclusion of the discussion Dr. Barzee noted that the questions posed by Committee members were gathered and would be addressed by the finance working group ahead of the September meeting. She also encouraged members to direct additional questions to Chair Holodick and/or Dr. Hale and Mr. Sokolowski for review and consideration by the finance working group.

In Next Steps, PECC members will review and, as appropriate, take action on recommendations for Information Technology Employees at the September 18th meeting. Dr. Barzee noted that at the September 18th meeting, the committee will also be presented with a summary of all the recommendations made by the PECC to date.

Chair Holodick shared a brief update on the Teacher Career Ladder Working Group which has now been established. This working group will begin meeting this month and will be co-led by David Kohan and Margie Lopez-Waite, with support from Andrea Thompson from DDOE and WestEd. A full membership list was sent to PECC members. He noted that this group will need time beyond the November 15th date by which a report outlining the recommendations from PECC regarding compensation will be submitted to the Governor.

Public Comment

Kyle Lynch contacted DDOE prior to today's meeting indicating a desire to provide public comment. He spoke about the key role paraprofessionals play in schools, particularly in this time of teacher shortages. He noted the importance of both compensating them fairly and creating clear and manageable paths for them to continue their education to move towards teacher certification if so desired. Mike Matthews provided public comment, asking that the Committee continue to work towards clarity around the 6% supplement for educators. He also offered his support for fully funding IT professionals in the unit count. In response, Director Cade confirmed that the 6% supplement was built into the base budget and was established as a supplement so that it could be directed specifically towards classroom teachers rather than all employees paid off the 1305 scale. Dawn Alexander provided public comment, asking that the committee continue to advocate for educational support professionals to receive salary increases and expressed support for creating units for IT employees.

Adjournment

Dr. Barzee asked for a motion to adjourn the meeting. Representative Smith motioned to adjourn the meeting and Jonathan Starkey seconded the motion. All members were in favor and the motion was carried. The meeting adjourned at 5:41 p.m.

Respectfully Submitted,
Anna Sullivan for WestEd

Updated on 8/15/23



Public Education Compensation Committee (PECC) Meeting

August 14, 2023
4:30 - 6:00 PM



Roll Call



Approval of Meeting Minutes



Welcome and Remarks





Meeting the Charge of SB 100

1. Make recommendations that **strengthen Delaware's ability to compete with regional school districts** in recruiting and retaining qualified and diverse educators.
2. Make recommendations for **competitive base pay for educators at all steps** in the compensation structure.
3. Make recommendations for achieving competitive career level earnings in fewer, more meaningful steps.
4. Specify how educators can achieve additional opportunities for career advancement...based on acquisition of relevant degrees, certifications, and competencies, the acceptance of leadership responsibilities, and must fairly compensate for additional professional responsibilities.
5. Make recommendations that include approaches to the acquisition of skills and knowledge that are timely, relevant, and affordable.
6. Provide recommendations on the creation of leadership roles through which educators will receive additional compensation for assuming leadership responsibilities.
7. Additional compensation for professional responsibilities that are not generally required in the classroom
8. Applicability of new system for individuals paid under §§ 1305, 1306, 1307, 1310 and 1321
9. Increase base levels of pay for education support staff as defined by §§ 1308, 1311, 1322, and 1324



Title 14, Chapter 13 Salaries and Working Conditions of School Employees

- 1305** Basic salary schedule for **teachers, nurses, principals, superintendents, and other administrative and supervisory** employees
- 1306** Salary schedule for **chief school officers**
- 1307** Salary schedule for **principals** subordinate to a chief school officer
- 1308** Salary schedules for **administrative secretaries, financial secretaries, senior secretaries, secretaries and clerks**
- 1311** Salary schedule for **school custodians**
- 1322** Salary schedule for **school food service** employees
- 1324** Salary schedule for **paraprofessionals**

Note: SB100 also addresses job categories where state pay scales do not exist, including bus drivers and information technology employees.



Scope and Sequence to Address SB100

Employee Group	Presentation and Discussion	Decision/ Recommendation
1305 Teachers, nurses, principals, superintendents, and other administrative and supervisory employees	January	March
1308 Administrative secretaries, financial secretaries, senior secretaries, secretaries and clerks	March	April
1311 School custodians	March	April
1322 School food service employees	May	June
1324 Paraprofessionals	May	June
Bus drivers	June	August
Information technology employees	August	September
Cumulative review of recommendations	September	N/A
Career Ladder	October	Phase II

Bus Drivers Salary Cost Options





Bus Drivers Overview

- Bus Drivers are either district employed or contractors.
 - The FY23 state base rate for bus drivers is \$21/hr for all drivers regardless of years of experience.
 - The FY24 budget increased the state base rate to \$22.50/hr.
 - Districts that employ bus drivers, in many cases, have created local salary steps for bus drivers.
 - State share = 90%, local share = 10% (with a few exceptions, such as students living in foster care)
- The Public School Transportation Committee previously recommended to increase bus driver salaries to \$25/hr.



Maryland Bus Driver Hourly Rates 2022-2023

	Contractor Employed Average Hourly Rate	District Employed Hourly Rate Schedule
Caroline County	\$29.00	\$17.75 - \$29.86
Cecil County	\$25.00	\$18.65 - \$23.44
Dorchester County	\$24.48	\$15.85 - \$22.80
Kent County	\$25.14	\$20.11 - \$24.41
Queen Anne's County	\$25.00	-
Wicomico County	\$25.50	\$15.91 - \$25.39
Worcester County	\$25.00	-



Pennsylvania Bus Driver Starting Rates 2022-2023

	Contractor Employed Starting Hourly Rate	District Employed Starting Hourly Rate
Avon Grove School District	\$22.00	-
Chichester School District	-	\$19.75
Garnet Valley School District	-	\$25.46
Kennett Consolidated School District	\$25.15	-
Unionville-Chadds Ford School District	-	\$21.21



Proposed Recommendations: Bus Driver

Proposed recommendation: Increase base hourly rate from \$22.50 to \$25.00

	Cost to the State
State Funded Cost of Implementation (Funded at 90%)	\$4,362,613.06
District Funded Cost of Implementation (Funded at 10%)	\$484,734.78
Total Combined Cost	\$4,847,347.84

Discussion & Committee Action



Information Technology (IT) Employees





IT Employees Overview

- The State does not currently provide units for IT employees, leaving districts to fund these positions out of other earned units or funding sources.
- Currently, IT employees are paid across a variety of salary scales including educator, custodian, paraprofessional, and others.
- There are approximately 180 full time equivalent IT employees in the districts and charter schools across Delaware.



IT Employee Consideration - Cost to the State

Proposed consideration: In FY25, 1:200 Division 1 Units for Tech Units;
in FY26 increase to 1:100 Division 1 Units for Tech Units.

Preliminary Cost Estimates, if funded off of 1305:

	Total State Cost with OECs	Total Local Cost with OECs	Combined State and Local Cost
FY25	\$6,926,517	\$2,400,914	\$9,327,430
FY26	\$12,693,483	\$4,450,329	\$17,143,812
Total Cost:	\$19,620,000	\$6,851,243	\$26,471,242

*fractional units are earned with a guaranteed minimum of 1; units are 12 month

Next Steps

Review and Discuss:

- Recommendation and Committee Action on Information Technology Employees



Upcoming Meeting Schedule

September 18, 2023
October 16, 2023
November 13, 2023, <i>if needed*</i>

*Note: The Act (SB100) requires the Committee to present its recommendations to the Governor no later than November 15, 2023, so that the recommendations may be included in the Governor's recommended budget for fiscal year 2025.



Public Comment

- Members of the public are welcome to speak before the PECC during the scheduled public comment period as noted on the publicly posted meeting agendas. Interested persons should:
 - (1) send their name, the name of the group they represent and the topic of their comment via email to DOE, **ideally 7 days in advance of the meeting**, to request to have their name put on the public comment list for the upcoming meeting;
 - OR (2) **raise their hand during the meeting**. Those who register ahead of time will be called on by the facilitator to provide public comment first, followed by those who raise their hand during the meeting.
- In order to provide all members of the public with an equal opportunity to speak before the PECC, **each individual is limited to two minutes**, unless otherwise noted at the beginning of the meeting.
- Public comments received by DOE 7 days in advance will be sent to members with advance meeting materials via email. All written public comments will be included with the meeting minutes and publicly posted following each committee meeting.

Public Comment





Meeting the Charge of SB 100

- November 2023 report will recommend the continuation of PECC to continue addressing the remaining charges of SB 100
- Phase II
 - Specify how educators can achieve additional opportunities for career advancement...based on acquisition of relevant degrees, certifications, and competencies, the acceptance of leadership responsibilities, and must fairly compensate for additional professional responsibilities.
 - Make recommendations that include approaches to the acquisition of skills and knowledge that are timely, relevant, and affordable.
 - Provide recommendations on the creation of leadership roles through which educators will receive additional compensation for assuming leadership responsibilities.
 - Additional compensation for professional responsibilities that are not generally required in the classroom

Thank You

